

**MINUTES
COMMITTEE ON EQUAL OPPORTUNITIES
JUNE 26, 2000**

The Committee on Equal Opportunities met June 26, 2000, 9 a.m. ET at the council offices.

Members in attendance: Mr. Baker, Mr. Graham, Ms. Helm, Mr. Thomas, Ms. Watts, Mr. Welch, and Mr. Wilson. Members absent: Ms. Prather, Mr. Richmond, Mr. Robinson, Ms. Weinberg, Mr. Whitehead and Mr. Davies. Mr. Barger chaired the meeting.

The minutes of the January 7, 2000, meeting were approved as presented.

Kentucky Plan for Equal Opportunities Technical Colleges Plan Objectives

Mr. Jackson gave some background. In 1997, when The Kentucky Plan for Equal Opportunities was adopted, a special session of the General Assembly reorganized higher education into postsecondary education. The reorganization brought the technical institutions (renamed technical colleges) into the postsecondary education system. Also, the reorganization placed a requirement upon the technical colleges to comply with SB 398. SB 398 requires that all colleges in order to implement new degree programs or to submit requests for new degree programs to the council must have made sufficient progress under objectives of the equal opportunity plan as adopted by the council. The CEO exempted the technical colleges from the plan until June 1999 when the committee instructed staff to complete the analysis to bring the technical colleges into The Kentucky Plan.

The technical colleges are being brought into the plan under the same rules and conditions as the community colleges -- (1) the technical colleges have four objectives as do the community colleges (one enrollment objective and three employment objectives). (2) There are at least four other objectives that apply to the universities that will not apply to the technical colleges as they do not apply to the community colleges.

The technical colleges would be evaluated on the same basis as the community colleges and the universities using the four objectives -- the standard is continuous progress. Continuous progress means that an institution either meets the objective or increases its enrollment or employment by at least one individual beyond the enrollment and/or employment number of the previous year.

The process for used to establish objectives for the technical colleges is the same as that used since 1982 when the first plan was developed -- to use the enrollment pattern of the specific institution to develop a market area. The market area is the counties from which at least 90 percent of that institution's enrollment come. Once the market area is established, the high school graduate pool is allocated, after removing any students that would have been committed to Kentucky State University, among the remaining public institutions. The objective is established based on the enrollment pattern of each institution. The objectives for the technical colleges were established using fall 1999 enrollment and spring 1998 high school graduates.

The CEO asked why a technical college and a community college in the same area did not have the same objectives for enrollment. Two different pieces of data were used for this process: (1) the technical colleges' data is fall 1999 and spring 1998 high school graduates and (2) the community college data is based on 1995 and 1996 data which was used to adopt the plan in 1997. If the objectives for the community colleges were to change, then those objectives would be similar but they would not be the same because the enrollment patterns of the community colleges and the enrollment patterns of the technical colleges are not identical. And, therefore, their objectives cannot be identical or the same. Another question was why not adopt the objective given to the community college to be that of the technical college since the objectives for the community college are not being changed to be similar to that of the technical college. The process in place develops goals and objectives for the institutions based

on their enrollment patterns. Although the technical colleges' objectives are different from the community colleges, it reflects the enrollment patterns of the institution.

Ms. Helm moved and Mr. Wilson seconded the motion that the staff recommended be forwarded on to the Council on Postsecondary Education.

Mr. Welch amended the original motion. The amended motion was that the CEO recommend to the Council on Postsecondary Education that the 1997-2002 Kentucky Plan be amended to add student enrollment objectives for community and technical colleges and employment objectives for technical colleges by applying the most recent data. The motion passed.

For the record, the chair voted no on both the amendment and the motion.

Commonwealth of Kentucky and the OCR Partnership Agreement Status Report

The Committee on Equal Opportunities and the council, on behalf of the Commonwealth, entered into a partnership with the U.S. Department of Education, Office for Civil Rights to implement an agreement that ensures Kentucky's compliance with Title VI.

Governor's Minority Student College Preparation Program Awards 2000-02

Mr. Jackson state that at the June 1999 meeting, staff was instructed to take the information from the consultant's report of existing programs and to implement those recommendations as part of the review process for funding for 2000-2002. The awards are for each year of the biennium.

There are three new programs – Eastern, Northern and KCTCS. The KCTCS has eight new program sites. These programs are funded by non-recurring dollars. The council president will have to identify additional funds from the CPE budget to fund the programs in the second year of the biennium. If for some reason, we cannot find \$95,000 in new money or fund-balance in the second year of the biennium, there will be some tough choices to make about those programs.

The importance of keeping the legislature informed about such programs or projects was emphasized.

SREB Compact for Faculty Diversity Fall 2000 Kentucky Scholars

Mr. Jackson stated that three students from UK and one from UofL are being recommended to SREB for inclusion in Ph.D. program for fall 2000. The importance of the funding of these scholars should be expressed to the legislature so that the pool of potential faculty and administrators available to the universities, community colleges, and technical colleges can meet the goals and objectives established in terms of employment of faculty, employment of professional individuals and employment of administrators on their campus.

Commonwealth's Progress Toward Implementing the 1997-2002 Kentucky Plan

Ms. Johnson presented this item to the committee.

The council adopted The Kentucky Plan in July 1997 to further efforts to improve access to public colleges and universities for Kentucky resident African Americans.

The system report shows that initiatives to increase access for underrepresented minority groups are being implemented. The Kentucky Community & Technical College System (KCTCS) and Lexington Community College (LCC) are not included in this part of The Kentucky Plan. But results of the report show that both KCTCS and LCC have shown progress toward meeting the objectives outlined in The Kentucky Plan.

The system report shows that too few African American students have received bachelor's degrees. Also, the report shows that blacks are still underrepresented in administrative, executive, managerial, faculty and professional positions. Enrollment, however, is promising. Kentucky, as a system, has met that objective of 7.7 percent. African Americans made up 7.2 percent of the state's population in the fall 1999. Their enrollment in public universities 8.1 percent has surpassed that proportion. Overall, Kentucky has noted a steady increase in enrollments since 1980.

After almost 20 years, the number of bachelor's degrees awarded to African American residents has steadily improved. By 1997-1998, the number of degrees awarded to African Americans rose slightly to 5.4 percent. Unfortunately, Kentucky institutions have made little progress in producing African American Ph.Ds. In 1997-98, of the four African Americans receiving doctoral degrees from Kentucky institutions, only one was earned by a Kentucky resident.

In 1997-98, black representation for those employed in executive, administrative and managerial positions increased to 8.4 percent. By 1997-98, the representation of black full-time faculty in Kentucky universities had increased to 5.2 percent. Kentucky has seen a slight increase in the number of black full-time professional non-faculty positions. By 1997-98, the total had increased to 6.2 percent.

Overall as a system, the eight universities have shown some progress on resident African American undergraduate enrollment, retention of first-year resident students and retention of all Kentucky resident undergraduate students.

Several areas where Kentucky must focus additional attention include bachelor's degrees awarded to Kentucky residents. Kentucky resident graduate student enrollment and the employment of blacks in faculty, executive, administrative and managerial positions.

1997-2002 Kentucky Plan Fall 2000 CEO Visits

Mr. Jackson stated that the Office for Civil Rights, as part of the partnership agreement, indicated that they would annually visit all of the universities to monitor the implementation process for the partnership agreement. Two campus visits occurred in April -- Western Kentucky University and Murray State University

Possible dates for other visits might be October 6 through 13 for Eastern, Morehead and the University of Kentucky. The remaining visits would be Northern, UofL and KSU and possible dates might be November 6-8 or November 14-17. Committee members were urged to attend any or all of these visits.

Mr. Jackson also reminded the committee of the upcoming diversity conference scheduled for September 25-26 in Louisville.

The next meeting will be August 21, if necessary.

The meeting adjourned at 11:00 a.m. ET.

Sherron Jackson
Senior Associate, EEO & Finance

Carrie Dean
Secretary